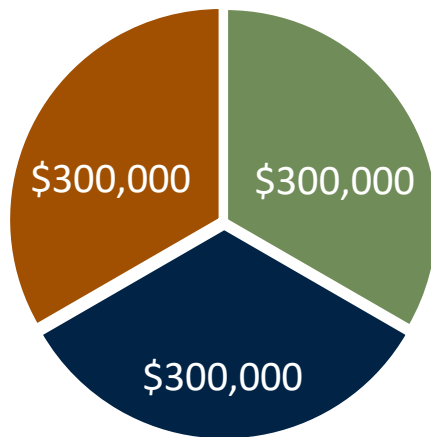


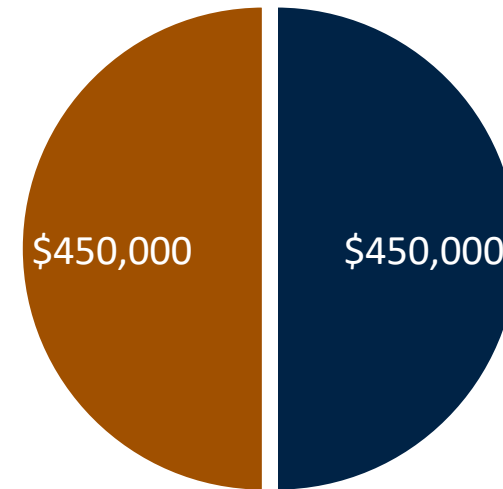
Federal Funds Comp. Exemption

Compensation Mix



■ Federal Funds ■ General Fund
■ Dedicated Credits

Compensation Mix with Exemption



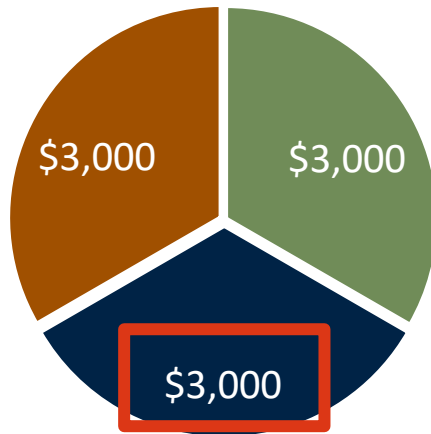
■ Federal Funds ■ General Fund ■ Dedicated Credits



Federal Funds Comp. Exemption Example

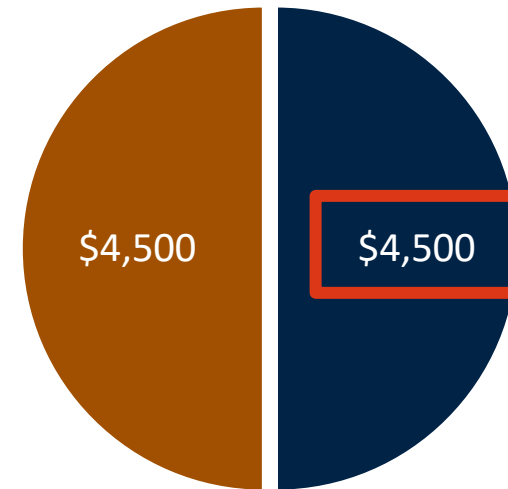
Example: 1% Cost of Living Increase (COLA) - \$9,000 ongoing increase

Compensation Mix



■ Federal Funds ■ General Fund
■ Dedicated Credits

Compensation Mix with Exemption



■ Federal Funds ■ General Fund ■ Dedicated Credits

*General Fund Impact:
\$1,500 ongoing*

